

# Comparisons of Job Characteristics

**Focus Occupation:** [Training and Development Managers \(11-3042\)](#)

**Associated Occupation:** [Managers, All Other \(11-9199\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 64

**Focus Occupation:** Training and Development Managers (11-3042)

**Associated Occupation:** Managers, All Other (11-9199)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Administration and Management	8.4	14.5	16.0	> Current knowledge level is likely sufficient
Production and Processing	6.0	12.3	6.0	<< Extensive education and/or training may be required
Law and Government	5.9	11.6	7.8	<< Extensive education and/or training may be required
Personnel and Human Resources	5.6	9.9	16.6	>> Current knowledge level is likely more than sufficient
Transportation	4.6	7.5	2.7	<< Extensive education and/or training may be required
Economics and Accounting	4.4	6.0	7.2	> Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 81

**Focus Occupation:** Training and Development Managers (11-3042)

**Associated Occupation:** Managers, All Other (11-9199)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Monitoring	9.9	13.3	13.6	0 Current skill level may be sufficient
Coordination	9.1	13.0	13.9	0 Current skill level may be sufficient
Judgment and Decision Making	9.4	12.6	12.3	0 Current skill level may be sufficient
Time Management	8.9	11.7	12.6	0 Current skill level may be sufficient
Systems Evaluation	6.4	11.4	11.3	0 Current skill level may be sufficient
Systems Analysis	6.5	11.2	11.2	0 Current skill level may be sufficient

Negotiation	6.8	11.1	8.8	<	A higher skill level may be required
Management of Personnel Resources	6.9	11.0	13.6	>	Skill level is likely sufficient
Persuasion	7.4	10.5	12.2	>	Skill level is likely sufficient
Management of Material Resources	3.7	7.4	7.7	0	Current skill level may be sufficient
Management of Financial Resources	3.3	6.2	12.8	>>	Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: Training and Development Managers (11-3042) Associated Occupation: Managers, All Other (11-9199)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Written Comprehension	11.0	14.7	14.2	0	Current ability level may be sufficient
Written Expression	9.8	14.0	14.8	0	Current ability level may be sufficient
Problem Sensitivity	11.1	13.2	11.6	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	13.0	14.1	0	Current ability level may be sufficient
Category Flexibility	9.0	10.7	10.5	0	Current ability level may be sufficient
Originality	7.6	10.1	12.6	>	Current ability level is likely sufficient
Fluency of Ideas	7.6	10.0	12.5	>	Current ability level is likely sufficient
Time Sharing	6.6	7.8	5.1	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

There are no common work activities.

Tools and Technologies that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 77
<b>Focus Occupation: Training and Development Managers (11-3042)</b> <b>Associated Occupation: Managers, All Other (11-9199)</b>		
Tools and Technologies	Exclusivity	
Audio and visual equipment	4	
Business function specific software	1	
Computers	1	
Content authoring and editing software	1	
Content management software	6	
Development software	4	
Finance accounting and enterprise resource planning ERP software	2	

Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.